



**DELAWARE INSTITUTE OF MEDICAL EDUCATION & RESEARCH (DIMER)  
QUARTERLY BOARD MEETING - COLLABORATIVE**

**November 13, 2019**

**4:00PM – 6:00PM**

University of Delaware, STAR Tower | Health Sciences Complex  
100 Discovery Boulevard – Room 419 & 420  
Newark, DE 19713

**Meeting Attendance**

**DIMER Board Members Attending:**

- Sherman Townsend (Chair)
- David Barlow, PhD
- Katherine Collison, MSM
- John Glenn, MD
- Marsha' T. Horton, PhD
- Neil Jasani, MD, MBA
- Vincent Lobo, Jr., DO
- Kathleen Matt, PhD
- Lisa Maxwell, MD
- Barret Michalec, PhD
- Robert Monteleone, MD
- Wayne Smith

**Board Members Absent: N/A**

- Michael Alexander, MD
- Janice Lee, MD
- Carl Turner, MD

**Partners Attending:**

- Dr. Nancy Fan, Chair  
Delaware Health Care Commission
- Deborah Benvenger, Chief Admissions Officer



#### Philadelphia College of Osteopathic Medicine

- Omar Khan, President & CEO  
Delaware Health Science Alliance (DHSA)
- Pamela Gardner, Program Director  
Delaware Health Science Alliance (DHSA)

#### **Delaware Health Care Commission Facilitator:**

- Elisabeth Scheneman, Executive Director
- Eschalla Clarke, Social Services Senior Administrator

#### **Guests:**

- Timothy Gibbs, Executive Director  
Delaware Academy of Medicine | Delaware Public Health Association
- Thomas Ferry, DBA  
Star-Med, LLC
- Joseph Kim, MD  
Nanticoke Hospital
- Nicholas Jennilly, Student  
Thomas Jefferson University | Sidney Kimmel Medical College



## **Meeting Minutes**

### **CALL TO ORDER**

DIMER Chair, Sherman Townsend, called the meeting to order at approximately 4:10PM.

### **APPROVAL OF MEETING MINUTES – BOARD VOTE**

The September 4, 2019 meeting minutes was unanimously approved by the Delaware Institute of Medical Education and Research (DIMER) board.

### **BOARD CHANGES**

New board member, Dr. Barret Michalec, representing the University of Delaware was welcomed to DIMER.

New board member, Dr. Janice Lee, representing Delaware Health Care Commission was welcomed to DIMER.

Chair discussed the passing of board member – Dr. Chen-Shue Lee, Dr. James Richards retirement from DIMER, vacant board seats, and proposals to the Governor for replacement members.

Attending guests were introduced and recognized.

### **DELAWARE HEALTH SCIENCES ALLIANCE PARTNERSHIP AND DEVELOPMENT – BOARD VOTE**

Dr. Omar Khan presented an overview of DHSA history, mission and vision, specifically drawing attention to the alliance's expansion in the past year.

Pamela Gardner, Program Manager was introduced as a new hire at DHSA.

The DIMER and DHSA partnership was revisited as follows:

- Welcome Letters – implemented in 2018 and continuing
- Upcoming events with affiliated schools (Philadelphia College of Osteopathic Medicine and Sidney Kimmel Medical College dinners in Philadelphia) – scheduled for December 2019 and January 2020



- Kent County outreach event – 260 people registered to attend this event at Delaware State University – special thanks to Dr. Marsha’ Horton for securing the venue.
- Sussex County outreach event – in partnership with Bayhealth hospital and scheduled for December 14, 2019 – special thanks to Dr. Brintha Vasagar and Dr. Assar Rather for providing the venue.

As a result of the work performed on behalf of DIMER, a New Castle County outreach event was requested. DHSA and Delaware Academy of Medicine sponsored this event, which was hosted at Wilmington Friends High School; 180 people registered to attend.

Special thanks to Wayne Smith, President and CEO of Delaware Healthcare Association (DHA) for inviting DHSA as a panelist at the DHA Conference to talk about Workforce Development.

- Delaware Day – was scheduled around residency orientation at ChristianaCare Branch Campus.

A new proposal for continued partnership in calendar year 2020 was unanimously approved by DIMER Board. The budget presented in the proposed work plan for 2020 is not an actual reflection of the true cost. DHSA sponsors a majority of the activities associated with this partnership, for example:

- A 50<sup>th</sup> anniversary DIMER report will be created by DHSA with publication estimated for January 2020. The report will include research and findings from the Star-Med, LLC contracted workforce project. DHSA will financially sponsor printing for hard copies of this report, and marketing and social media efforts associated with publication.
- Coffee and water for future DIMER board meetings will be provided by DHSA.

Dr. Nancy Fan, Chair of Delaware Health Care Commission (DHCC) provided an overview of the proposal as it was presented to DHCC commissioners, and the rationale for DHCC to unanimously approve this partnership in 2020.

A new logo for DIMER was created by Delaware Academy of Medicine and the board unanimously approved its immediate use. The logo outlines the acronym DIMER in bolded font with a map of Delaware imbedded in the hollow space of the first letter, “D”.



## LEGISLATIVE OUTREACH FOR CALENDAR YEAR 2020

DIMER board member, Wayne Smith, provided an overview of *House Bill 257 – Health Care Provider Loan Repayment Program* and its current status at Delaware General Assembly. He noted that the proposed bill has bi-partisan sponsorship in Legislative Hall with the lead sponsor being Representative Bentz and co-supporters being Senator Poore and Representative Valerie Longhurst. It is supported by the Secretary of Delaware Department of Health and Social Services, Dr. Kara Odom Walker and was incorporated into the department's budget request for State Fiscal Year 2021 starting July 1, 2020. Discussions focused on;

- *Federal Health Professional Shortage Areas (HPSA)* – the federal designations are not an accurate reflection of high need areas, instead Delaware should identify recruitment shortage areas.
- *Recruitment vs. Retention* – the original program, the federally sponsored Delaware State Loan Repayment Program (SLRP), focused on retention. Language will be edited to include recruitment.
- Eligible disciplines were not reflective of the Primary Care needs in Delaware. General practice, internal medicine, pediatrics, OB/GYN, psychiatry, pediatrics, nurse practitioners, and physicians' assistants represents the frontline initial patient relationship providers want to capture and is an accurate reflection of the Delaware pool.

A legislative update is scheduled with Rep. Bentz in the coming two weeks.

## OTHER BUSINESS

Board member, Dr. Lisa Maxwell presented an update of ChristianaCare (Southern) Branch Campus:

- Sidney Kimmel Medical College Dean's Council met at ChristianaCare to talk about both organization's objectives. This opportunity was used to spread DIMER awareness. Symbolically, this was impactful.
- A new Branch Campus class is being recruited through the PCOM and SKMC lottery system. A date will be set soon for the annual reception event, possibly the first week of April 2020.
- Nick Jennilly (student guest) completed shadowing hours at ChristianaCare and connected with students who got him involved with DIMER.



- Informal focus-group research is underway. DHSA, DAM and ChristianaCare are working together to document the process and ensure a final product and/or outcomes are meaningful. Information will be shared with DIMER in the future. One trend emerging is transportation, students want to travel and see the world.

Deborah Benvenger, Chief of Administration at Philadelphia College of Osteopathic Medicine presented the following data for third and fourth year students completing rotations in Delaware during academic year 2019-2020.

• Number of sites in Delaware	14
• Number of student rotators	177 students
• Al duPont Hospital for Children	11 students
• Bayhealth CCC (Core Clinical Campus)	11 students ( <i>J-Group/S-Group/Electives - 42 students</i> )
• Beebe Healthcare	1 student
• Nicholas Biasotto, DO	1 student
• ChristianaCare CCC	11 students ( <i>J-Group/S-Group/Electives - 47 students</i> )
• Anthony Clay, DO	1 student
• Costal Direct Primary Care	1 student
• Delaware Back Pain Rehab Center	1 student
• Delaware Health Services	26 students
• Delaware Psychiatric Center	5 students
• Saint Francis Hospital	16 student
• Total Care Physicians	1 student
• Trinity Medical Associates	1 student
• Vince Lobo, DO	1 student

***Follow up items for PCOM***

- *Is this an upward trend from last year?*
- *Are the numbers reflective of individual students or total rotations – with one student having multiple rotations?*

First year students for the new 2019-2020 academic year are now being enrolled.

PCOM is thankful for increased funding from the State of Delaware for continuation of this affiliation, and will ensure enrollment of at least 10 students in each class year.

Upcoming Events:



- Wednesday December 11, 2019 at 6:00PM  
Philadelphia College of Osteopathic Medicine  
Dinner for 1<sup>st</sup> and 2<sup>nd</sup> Year Students
- Wednesday December 11, 2019 at 5:00PM  
Philadelphia College of Osteopathic Medicine  
Speaker Series (focusing on Delawareans this year and Dr. Omar Khan will be the first speaker)

Board member, Dr. David Barlow, presented on the University of Delaware's Medical Scholars Program (pre-medical studies), which was established in 1993. The purpose of the program is to enhance student matriculation into medical school; with the largest number of student participation coming out of Arts and Sciences programs followed by Health Sciences. This 4+4 program is designed to blend scientific and cultural aspects of medical education. In addition to traditional courses, the program also offers specialization in health education, such as; bioethics, administration of public policy, business certificates, transnational research, and recently added, nutritional health. About 40% of students are from New Jersey. Some measures of success are;

- *Strong Mentorship* - health profession advisement averages about 1900 annually, in the upcoming academic year 2400-2500 is anticipated.
- *Serves 5 UD colleges and over 9 majors*
- *Underrepresented Minority Students* average 21.3% - in academic year 2018-2019 it is over 30%
- *Pre-medical / Post-baccalaureate program* - in its 4<sup>th</sup> year with 86% successful matriculations
- *Internships* – 11 opportunities, 155 students shadow/study internationally, in places such as, Greece, Italy, Spain, Portugal, etc. – this makes UD students unique
- *Pre-health Living and Learning Community* - approximately 65-85 students are introduced to healthcare professions covering all majors
- *2008 – Present a total of 408 students have participated in the program, 301 (62.4%) are DIMER affiliates*
- *Post-graduate matriculants* in year 1 is 72% and in years 2-3 it is 95%



### **Board Discussion**

- *At what point and how are students selected into the program?*

Students express an interest as freshmen, in the second semester. All students are invited to a meeting in February, about 60-70 will express an interest. Heading into sophomore year, they develop an essay, document co-curricular activities, document academic accomplishments in core prerequisites for medical school, and complete the program application. At the end of sophomore year, the application packet is reviewed and applicants are interviewed at Philadelphia College of Osteopathic Medicine, Rowan University, or Thomas Jefferson University. As junior/seniors in the medical scholars program, resources are available for strong mentoring and planning next steps. Students participating in this program have an average Grade Point Average (GPA) of 3.83, a minimum of 3.50 is needed to participate in the program.

40-50 students are mentored per week. This is in preparation for medical school entrance exams.

- *Of the number of students that apply, how many get in and how many program participants graduate/matriculate into medical school?*

100% graduation rate since 2008. A minimum science GPA of 3.50, a non-science GPA of 3.50 and an overall GPA of 3.50; the minimum grade in any class must be a "B". All students participating in the program meets the minimum requirements.

- *What happens at the MCAT?*

Some students interview well and others test well but are not strong in the interview. Students are prepared during their academic career to succeed.

- *How many med scholar students are in each cohort?*

The number varies year to year, 20-22 is the estimate for the current academic year.

Dr. Thomas Ferry, Chief Financial Officer at Star-Med, LLC. provided an update on the healthcare workforce study procured through Delaware Health Care Commission. The objective of this project is to refresh the data and concepts presented in a 2012 assessment on Delaware Institute of Dental Education (DIDER), DIMER, and Delaware State Loan Repayment Program (SLRP). In 2012, the study showed that similar to Delaware, four other States did not have their own medical schools' and opted for financial affiliations with the University of Washington. Combined, the agreements with the University of Washington are referred to as WWAMI – Washington, Wyoming, Alaska, Montana, and Idaho. More information about the updates are forthcoming.





Dr. Maxwell informed the board that Idaho now has an in-State osteopathic college – Idaho College of Osteopathic Medicine, established in 2016.

The next DIMER meeting is scheduled for February 12, 2020. However, the Chair is unavailable to attend and extended the opportunity to other board member willing to Chair this meeting. There were no immediate acceptances.

Dinners for 1<sup>st</sup> and 2<sup>nd</sup> year students are coming up on Monday, December 2, 2019 and Wednesday, December 11, 2019. The Chair recommend PCOM initiate an annual dinner for 3<sup>rd</sup> and 4<sup>th</sup> year students as well. SKMC already has this event scheduled for Monday, January 13, 2020.

The Chair opened comments to the board and attending guests:

- *Dr. Marsha' Horton – Kudos to DHSA for successfully organizing the Kent County event. Why are the meetings scheduled in New Castle County and not centralized in Dover or further south? It is more cost effective to host the meetings at a free venue. Previously, the cost for venue was an issue. Also, NCCo. was more convenient for the Philadelphia partners that commute to Delaware for the meetings. The Chair offers to carpool with anyone coming from Kent County.*
- *Elisabeth Scheneman – several options are available for hosting meetings at free State facilities. If Delaware State University is a viable option, we are happy to accommodate that venue as well. Space and parking are usually the major hurdles to overcome.*
- *Dr. Neil Jasani – Deans at SKMC and PCOM are excited to commemorate DIMER's 50<sup>th</sup> anniversary at the upcoming dinners.*
- *Sherman Townsend – will personally sponsor merchandise, such as white coats, for the new DIMER logo.*
- *Deborah Benvenger – invited everyone to the upcoming events.*
- *Dr. Joseph Kim – a formal program (from MCAT to Loan Repayment) for mentoring High School students will be emailed to the board for review. A brief overview of the program was provided.*



- *Tim Gibbs – Delaware Academy of Medicine has an existing mentoring program to help encourage junior/senior students navigate the medical environments.*
- *Nicholas Jennilly – thanked the board for their work and for providing support to students without medical practitioners in their families. Is there a way for medical students to provide support to the board and be more involved?*  
Providing mentorship to high school would be a great way to start. DHSA extended an invite for participation on the upcoming Sussex County event panel.

## **ADJOURN**

The meeting was adjourned at 5:57pm. Future board meetings are scheduled as follows;

- **Next DIMER Meeting**

*Date: Wednesday, May 13, 2020*

*Time: 4:00PM – 6:00PM*

*Location: University of Delaware – Star Tower – Rooms 419/420  
100 Discovery Boulevard, Newark, Delaware 19713*

*Date: Wednesday, November 18, 2020*

*Time: 4:00PM – 6:00PM*

*Location: To Be Determined*

- **Next DIDER/DIMER Collaborative Meeting**

*Date: Wednesday, September 16, 2020*

*Time: 4:00PM – 6:00PM*

*Location: To Be Determined*